



How to create a Workplacement?

A Werkcenter Model

Entrepreneurship

VET-Circle Content:

- * (Y)Our Plan - (Y)Our Place-3t
- * Institutional Frame work
- * Werkcenter Model
- * From Work to Work
- * Quality Coaching
- * Good Functioning Network
- * Successful projects: Success creates Succes
- * Grief Cycle and Stages of Job loss
- * Which skills do you need?



VET-Circle Notes

° From Work to Work

° Young Entrepreneurship

° Start-Up

° Rehabilitation and
Employment

° If I am working now, can I
continue to work or start as an
entrepreneur?

Dutch Employment & Entrepreneurial Strategies

Situational: The Law:

WWB (2004) -----> Work First -----> You can do Something

Participation Law (2015) -----> Voluntary work is mandatory

Institutional framework (Work and Social Assistance Act)

WWB (Work and Social Assistance Act in 2004)

- Municipalities responsible for reintegration
- Receive a capped budget
- Retain savings in benefit expenditure
- Separate budgets for benefits and reintegration services
- Option to deliver services in-house or contract-out



VET-Circle Notes

* Topics you and your employer may want to discuss:

- Changing your work schedule to allow for dialysis and healthcare visits
- Making up time taken off for medical reasons
- Physical limitations, if any
- What to do in case of an emergency
- Activity Models for All



THE VET CIRCLE
SCHOOLS-STUDENTS-COMPANIES

Dutch Employment & Entrepreneurial Strategies

- * One Size fits all
- * Sanction
- * Participation
- * Everybody can do something
- * Work First / Work as a treatment: Real Work
- * Reward – If you work you should get paid
- * From Work to Work
- * Own Responsibility
- * Local and regional Entrepreneurial strategy of the municipalities / councils: National government forced them to act as a enterprise

VET-Circle Notes

- * Work First
- * From work to work, that's the way it works
- * Journey to work
- * Success creates success
- * Multiple Awards for the Werkcenter Model

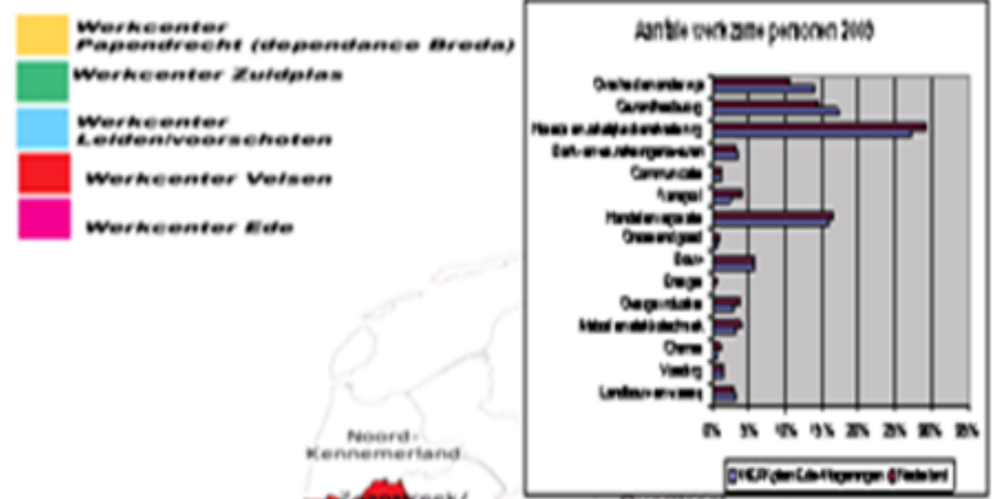
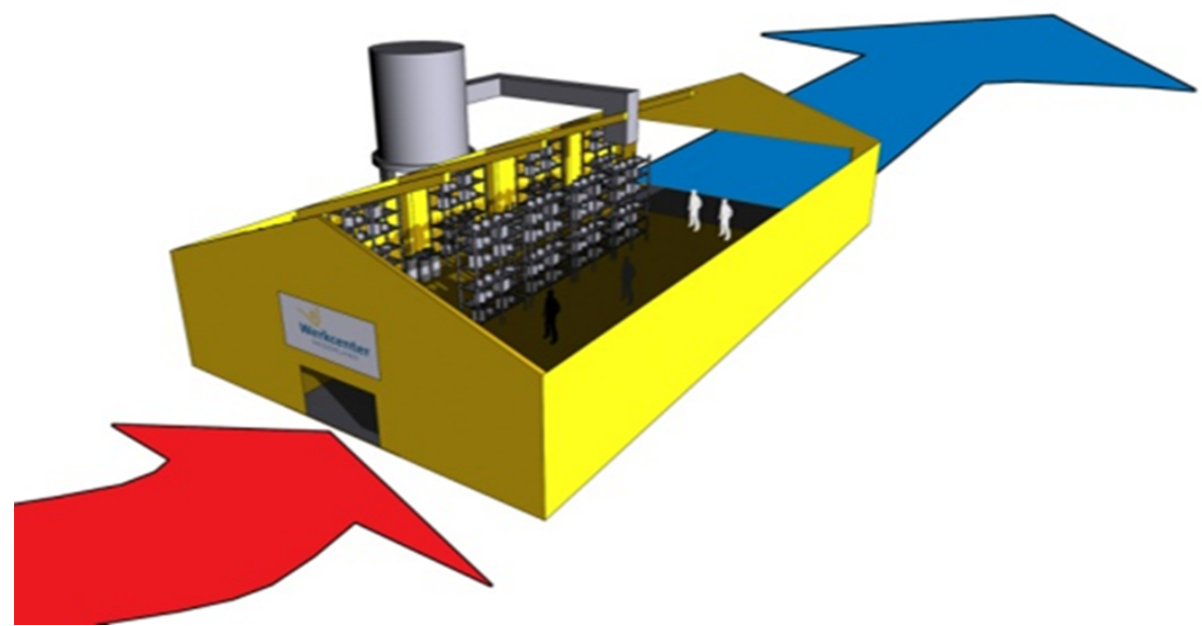
Werkcenter Model

- * High employment rates
- * EU Good Practise (IDELE 2006, Leonardo da Vinci 2012, and 2014)
- * From Work to Work, That's the way it works
- * Work is 'the treatment', 'Treatment' is work

87%
Result Werkcenter Model
Stats: Top 3 Netherlands

VET-Circle Notes

- * The Werkcenter Model in Papendrecht had a 87% score of getting people into jobs
- * Each Werkcenter had a local employment strategy and a 5 star rating





Outline Werkcenter Model Chain of Networks and Communities

83%

Stats.

VET-Circle Notes

* Each Werkcenter had a very high employment rate

Outline of programme / activities and approaches used

1. Gatekeeper
2. Fast 'One-Size-Fits-All' approach
3. 'Everybody can do something' is better than everybody must do something
4. Everybody who can work gets a job offer
5. No thresholds, (multicultural) lifecoaching, jobcoaching, jobhunting, prevention illness / absent culture policy,
6. Regular labour is better than simulated labour
7. Full worthy job, full worthy salary (salary = 120 % of benefit), stands above simulated labouring (= work with a benefit)
8. Zero hour contract: the more you work the more you earn
9. Responsibility is better than to much care ('betutteling')
10. Opportunities above boundary
11. '2nd chance principle
12. Win-win-situation for all (municipality, employer, employee, Werkcenter, social partners and society)

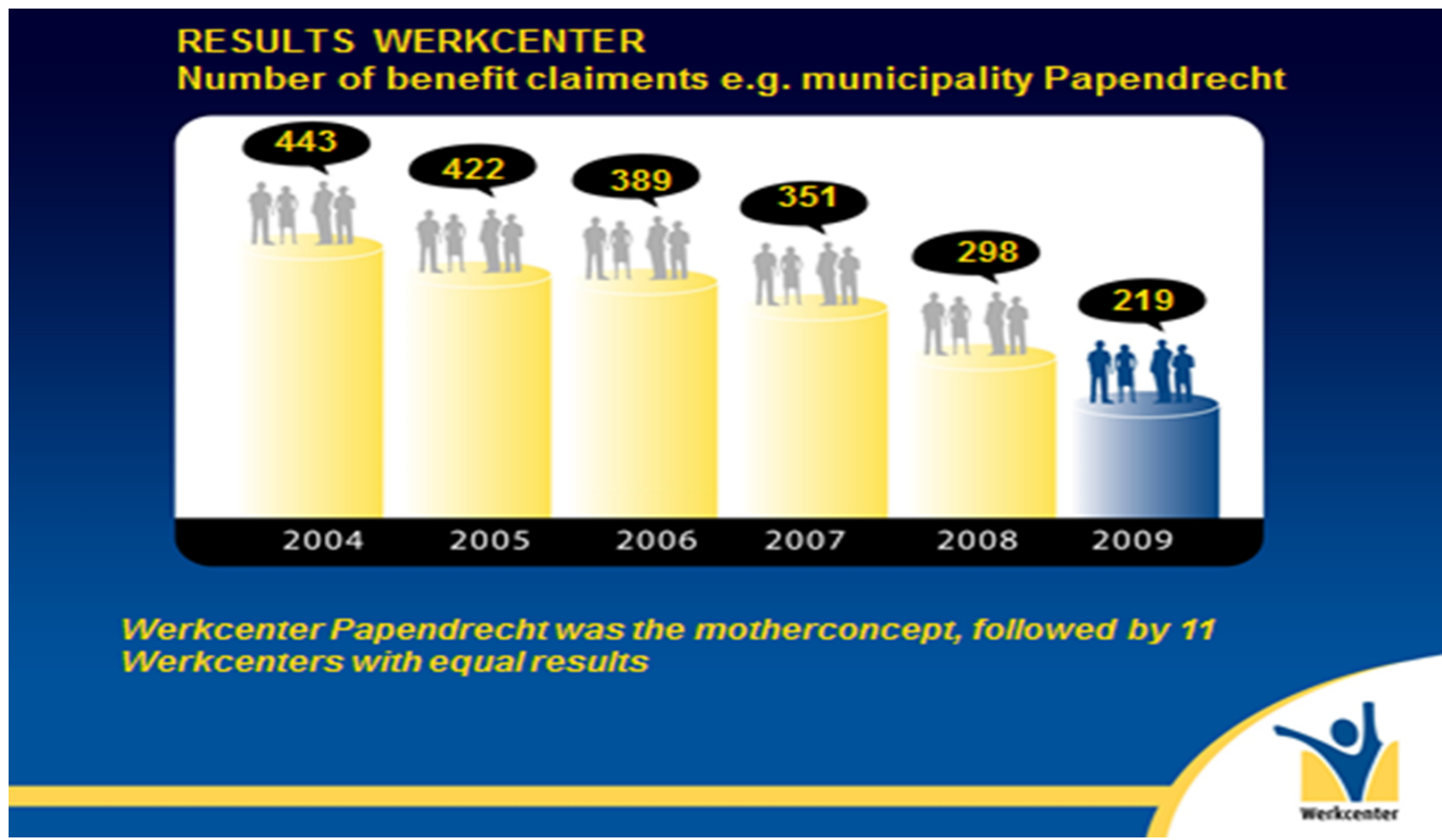
The Werkcenter Model – Most value of all Capital is investment in People

Werkcenter Good practice 2006 & 2012

From work to Work – That's just the way it works
It started with 5 Young Unemployed People
from Benefit to the (Werkcenter) World of
Work to Regular Work



Results Werkcenter Model



VET Circle Notes

Statistics Werkcenter Model

10-12-2017

Stats Werkcenter Model

- 2004 Innovation Project: Denied by Dutch Ministry of Social Affairs & Employment
- 2005 Werkcenter Papendrecht (Young Unemployed People)
- 2006 Werkcenter Good Practice EU 100% → 87%
- 2005 – 2007 Werkcenter Papendrecht (Young People): 83%
- 2006 – 2009 Werkcenter Young People Purmerend: 78%
- 2007 – 2009 Werkcenter Young People Amsterdam: 77%
- 2007 – 2009 Werkcenter Young People Rotterdam: 79%
- 2009 – 2011 Werkcenter Breda: 77%
- 2009 – 2011 Werkcenter/Integration Durch Austausch (IDA): 70%
- 2010 – 2012 Werkcenter/ IDA Job Destination Airport: 70%
- 2011 – 2013 Future Move Good Practice LdV (PLM) 70%
- 2013 – 2015 EC Pilot: Your first Eures job



Your first EURES job by Werkcenter



Journey to Work Stats

VET-Circle Notes

- * Work Experience to get Work experience
- 2013 From Work to Work: 80%
- 2014 Journey to Work 1: 80%
- 2015 Journey to Work 2: 85%
- 2016 Journey to Work 3: 83%
- 2017 Journey to Work 4: 80%
- 2018 Journey to work 5: 85%
- 2019 Journey to work 6: peending

www.fromworktowork.wordpress.com



Key Factors of Success Journey to Work

- The intensity of Journey to Work Project Empowers
- Personal Coaching & Mindset Approach supports participant
- Emphasis on Own Responsibility ('own the problem')
- A New Social Surrounding / Social Network provides a new start
- Real Work(placements) helps the young person from Work to Work
- Mindset Job search goes from a Local to a EU Perspective



THE VET CIRCLE
SCHOOLS-STUDENTS-COMPANIES

Quality Coaching - Grief Cycle

Stages of the Grief Cycle

"NORMAL" FUNCTIONING

Shock and Denial

- Avoidance
- Confusion
- Fear
- Numbness
- Blame

Anger

- Frustration
- Anxiety
- Irritation
- Embarrassment
- Shame

Depression and Detachment

- Overwhelmed
- Blahs
- Lack of energy
- Helplessness

RETURN TO MEANINGFUL LIFE

Acceptance

- Exploring options
- A new plan in place

Dialogue and Bargaining

- Reaching out to others
- Desire to tell one's story
- Struggle to find meaning for what has happened

- Empowerment
- Security
- Self-esteem
- Meaning

VET Circle Notes

What do you want?

* Do you know yourself?

* What do You want?

What do you love?

* What makes your heart sing?

* Follow your dreams !

* What are your skills and competences?

* Do you have any Work Experience?

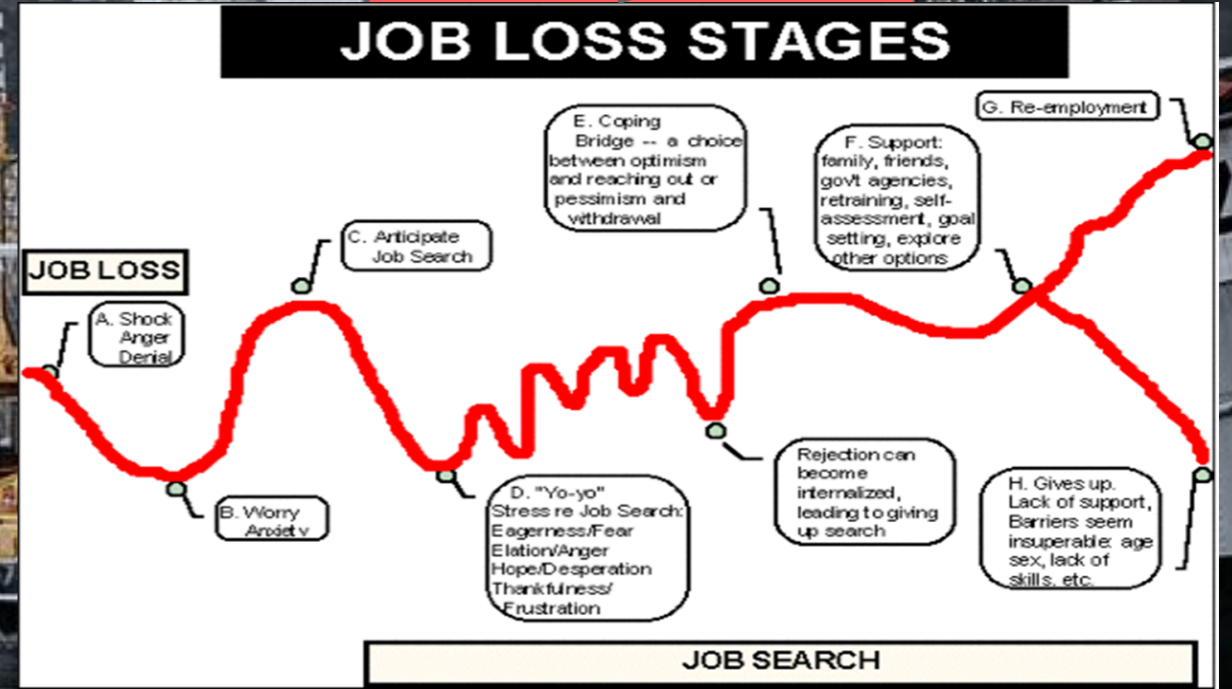


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SCHOOLS-STUDENTS-COMPANIES

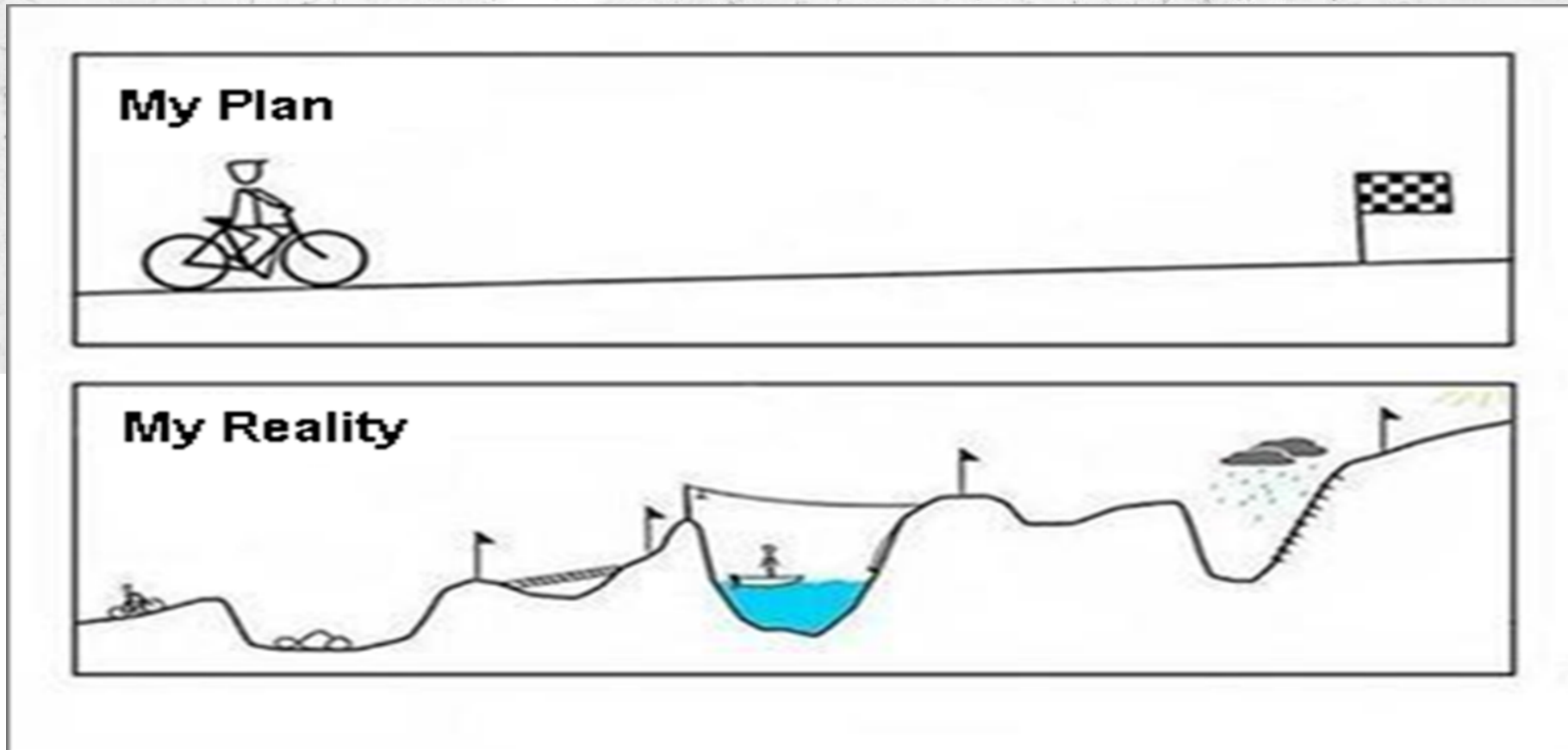
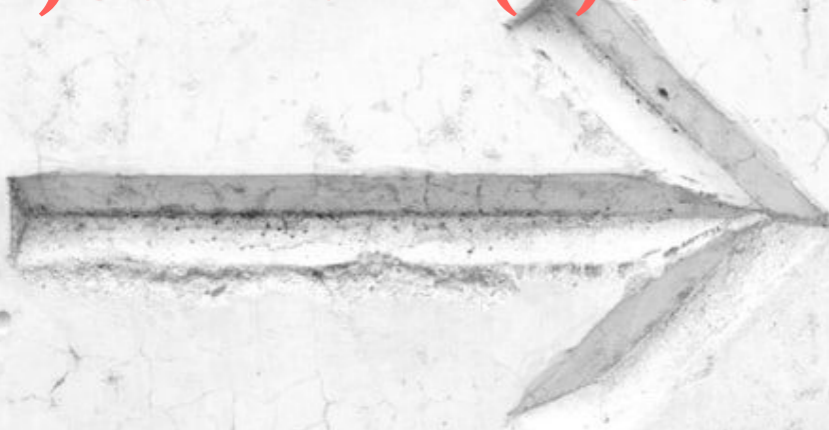

THE VET CIRCLE
SCHOOLS-STUDENTS-COMPANIES

VET-CircleNotes →

Loss of Job Stages



(Y)Our Plan - (Y)Our Reality - (Y)Our Future



VET-Circle Notes

Work hard, Fail, try again, work harder, fail again, don't give up, succeed

Workplacement

Apprenticeships

Entrepreneur houses

Entrepreneurial hubs